

ANOKA COUNTY

MANAGEMENT COMMITTEE AGENDA
and Meeting of the Anoka County Board of Commissioners**

Commissioners West (Chair), Braastad, Reinert, and Schulte

FOR THE MAY 24, 2022, MEETING

8:45 A.M.

County Board Room #705 - Government Center

1. Public Comment: Public comments are welcome at this time. In consideration of others wishing to speak, please limit comments to 2 minutes. Questions directed to the committee will not be answered immediately; however, whenever possible, all appropriate questions will be responded to in a timely and effective manner by county staff.
2. Consider recommending adopting the following:
 - A. Resolution #2022-M4, A Resolution Approving The Tentative Agreement Between The County Of Anoka And Law Enforcement Labor Services, Inc. Representing The Licensed Deputies Bargaining Unit For The Calendar Years 2022-2024 (Contract #C0009273).
 - B. Resolution #2022-M5, A Resolution Approving The Tentative Agreement Between The County Of Anoka And Law Enforcement Labor Services, Inc. Representing The Detention Deputies Bargaining Unit For The Calendar Years 2022-2024 (Contract #C0009276).
 - C. Resolution #2022-M6, A Resolution Approving The Tentative Agreement Between The County Of Anoka And Law Enforcement Labor Services, Inc. Representing The Sheriff's Office Detectives Bargaining Unit For The Calendar Years 2022-2024 (Contract #C0009274).
 - D. Resolution #2022-M7, A Resolution Approving The Tentative Agreement Between The County Of Anoka And Law Enforcement Labor Services, Inc. Representing The Sheriff's Office Licensed Supervisors Bargaining Unit For The Calendar Years 2022-2024 (Contract #C0009272).
 - E. Resolution #2022-M8, A Resolution Approving The Tentative Agreement Between The County Of Anoka And Law Enforcement Labor Services, Inc. Representing The Sheriff's Office Detention Supervisors Bargaining Unit For The Calendar Years 2022-2024 (Contract #C0009275).

See attached memo dated May 17, 2022, and resolutions.

If approved by the Management Committee, this item may move directly to the county board for approval on May 24, 2022.

3. Consider recommending approving the tuition reimbursement plan for the Morgue Supervisor at the Midwest Medical Examiner's Office (MMEO). **See attached** action item worksheet.

If approved by the Management Committee, this item may move directly to the county board for approval on May 24, 2022.

*** Actions taken by this Committee do not bind the County Board. In addition to the County Commissioners appointed to this committee, additional County Commissioners may attend. Non-committee Commissioners may choose to participate in the discussions and/or ask questions, but they will **not** vote on any item, nor will they agree to take a specific action on business conducted by the committee. If their attendance and limited participation in the committee meeting is considered a meeting of the County Board, this shall serve as notice of a County Board meeting. This shall also serve as notice of a County Board Meeting for any committee comprised of four or more members of the board.*

To: Anoka County Board of Commissioners
From: Scott Lepak, Chief Labor Negotiator
Date: May 17, 2022
Re: Sheriff's Office Tentative Agreements for Licensed Deputy, Detention Deputy,
Detectives, Licensed Supervisors and Detention Supervisors

Representatives of the County and Law Enforcement Labor Services, Inc. (LELS) undertook a significant review and rework of the Anoka County Sheriff's Office bargaining unit contracts for the union contracts beginning in 2022. The Anoka County Sheriff's Office has six (6) bargaining units that are all represented by LELS (with different locals).

The impetus behind this overhaul was a recognition that the County's pay plans were negatively impacting recruitment and retention in the increasingly difficult to hire positions within law enforcement. As part of this overall review, the County expressed a desire to also have these groups move away from the sick and vacation model in place for some of these bargaining units for well over four decades and onto the County's Preferred Benefit Program. Finally, the parties undertook negotiations with a goal of making the collective bargaining agreements more uniform in language and location of the various provisions within the union contracts while recognizing that each union contract needed to retain unique language in other areas that is applicable to that particular bargaining unit.

The result of these negotiations are tentative agreements from five (5) of the six (6) bargaining units: the licensed deputies, detention deputies, detectives, licensed supervisors and detention supervisors. Each of these groups notified the County that they have ratified the tentative agreements. The County has not reached an agreement with the licensed sergeant group but the County's negotiation team has identified a desire to get the other agreements approved so that the new provisions can be used in hiring and retention postings and discussions.

The major substantive changes to the prior contracts are as follows:

1. Duration. 3 year agreement – January 1, 2022 – December 31, 2024.
2. Pay Scale. The prior modified step and merit based systems in place for the bargaining units has been replaced with a more uniform step system.
 - The new system will be seven (7) years to the top step for the licensed deputies and detention deputies. The new system will be five (5) years to top for the detectives and

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Charles M. Seykora
Beverly K. Dodge
James D. Hoelt
* Joan M. Quade
* John T. Buchman
Scott M. Lepak
William F. Huefner

Bradley A. Kletscher
Timothy D. Erb
Karen K. Kurth
Adriel B. Villarreal
Tammy J. Schemmel
Carole Clark Isakson
Joseph J. Deuhs, Jr.

Jennifer C. Moreau
Cathryn D. Reher
Jason C. Brown
Thomas R. Wentzell
Hern L. Talle
David R. Schaps
Lindsay K. Fischbach

Nicole R. Wiebold
Tyler W. Eubank
Bobbi Hermanson-Albers
Erik C. Ordahl
Stephany J. Elmer
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Mikael J. Ingvaldson

Of Counsel
Michael F. Hurley
Elizabeth A. Schading
James H. Wills

* Also Licensed
in Wisconsin

detention sergeants. The new system will be two (2) years to top for the licensed and detention supervisors (other than the detention sergeants).

- A primary impact of the new systems is that the starting pay will be greater than under the prior systems. While the maximum pay will remain largely consistent with the prior pay plans, individuals will be able to uniformly move to this maximum pay more quickly.
 - The different pay plans under the prior agreements created leapfrogging issues in which newer promoted members of the bargaining unit would move past incumbents who had been in the position longer. The new uniform pay system should address that issue as the pay systems are more consistent and promotional increases from bargaining unit to bargaining unit are more uniform.
3. Benefits Programs. The differing benefits programs in the collective bargaining agreements will be replaced by a uniform benefit. Employees in the bargaining units will be covered by the Flexible Time Off ("FTO") and Extended Medical Benefit ("EMB") policies within the County's Preferred Benefit Program as outlined in the Anoka County Rules and Regulations Manual. In the event that the County reduces the rates of accrual, eligibility for use, or carryover amounts within those policies during the term of the collective bargaining agreement, the Union may reopen the collective bargaining agreement for the limited purpose of negotiating the continued application of the policies amended by the County. Any such reopener shall be initiated by the Union submitting such request to the County in writing.
 4. Severance. The parties negotiated common language that largely provides the same benefit as nonunion employees with some elements unique to the Sheriff's Office. An employee who separates from County employment by retirement, death, layoff, or resignation in good standing shall receive pay equal to the amount of accumulated FTO up to 360 hours earned at the date of severance from employment. A deceased employee's severance pay shall be paid in accordance with any applicable state and federal laws. For purposes of this Article, good standing will be defined as the employee giving the Sheriff at least fourteen (14) calendar days' prior notice subject to the following exceptions and application:

An employee who resigns in lieu of an anticipated discharge is deemed to have resigned in not good standing.

An employee who is absent from work without authorization for a period of three consecutive working days shall be deemed to have voluntarily resigned. The same may apply when an employee fails to return to work within three working days of the expiration of an authorized leave.

The Sheriff also may waive the written notice, time frame and other exceptions noted above when it is deemed to be in the best interest of the County.

5. Language and other provisions. The parties also negotiated a more uniform location of the various common articles and sections so that they can be more quickly. The parties also attempted to make the actual language of various provisions more uniform. For example, the management rights, grievance procedure and discipline provisions are now more consistent across the groups.

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RESOLUTION #2022-M4

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT
BETWEEN THE COUNTY OF ANOKA AND
LAW ENFORCEMENT LABOR SERVICES, INC.
REPRESENTING THE LICENSED DEPUTIES BARGAINING UNIT
FOR THE CALENDAR YEARS 2022-2024
(CONTRACT #C0009273)**

WHEREAS, representatives of Anoka County and representatives of Law Enforcement Labor Services, Inc. representing the licensed deputy unit of Anoka County, have negotiated a three-year labor agreement for the term January 1, 2022, through December 31, 2024; and,

WHEREAS, the attached document (Exhibit A) summarizes the substantive agreement between the parties on the tentative agreement:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby approve the tentative agreement and that the chief negotiator for the Anoka County Board of Commissioners is authorized and directed to prepare contract documents incorporating this tentative agreement, and further, that upon receipt of the three original contracts executed by the union, the Anoka County board chair, county administrator, chief human resources officer, labor negotiator, and other appropriate individuals be authorized and directed to execute the original contracts and documents.

RESOLUTION #2022-M5

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT
BETWEEN THE COUNTY OF ANOKA AND
LAW ENFORCEMENT LABOR SERVICES, INC.
REPRESENTING THE DETENTION DEPUTIES BARGAINING UNIT
FOR THE CALENDAR YEARS 2022-2024
(CONTRACT #C0009276)**

WHEREAS, representatives of Anoka County and representatives of Law Enforcement Labor Services, Inc. representing the detention deputy unit of Anoka County, have negotiated a three-year labor agreement for the term January 1, 2022, through December 31, 2024; and,

WHEREAS, the attached document (Exhibit A) summarizes the substantive agreement between the parties on the tentative agreement:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby approve the tentative agreement and that the chief negotiator for the Anoka County Board of Commissioners is authorized and directed to prepare contract documents incorporating this tentative agreement, and further, that upon receipt of the three original contracts executed by the union, the Anoka County board chair, county administrator, chief human resources officer, labor negotiator, and other appropriate individuals be authorized and directed to execute the original contracts and documents.

RESOLUTION #2022-M6

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT
BETWEEN THE COUNTY OF ANOKA AND
LAW ENFORCEMENT LABOR SERVICES, INC.
REPRESENTING THE SHERIFF'S OFFICE DETECTIVES BARGAINING UNIT
FOR THE CALENDAR YEARS 2022-2024
(CONTRACT #C0009274)**

WHEREAS, representatives of Anoka County and representatives of Law Enforcement Labor Services, Inc. representing the detectives unit of Anoka County, have negotiated a three-year labor agreement for the term January 1, 2022, through December 31, 2024; and,

WHEREAS, the attached document (Exhibit A) summarizes the substantive agreement between the parties on the tentative agreement:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby approve the tentative agreement and that the chief negotiator for the Anoka County Board of Commissioners is authorized and directed to prepare contract documents incorporating this tentative agreement, and further; that upon receipt of the three original contracts executed by the union, the Anoka County board chair, county administrator, chief human resources officer, labor negotiator, and other appropriate individuals be authorized and directed to execute the original contracts and documents.

RESOLUTION #2022-M7

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT
BETWEEN THE COUNTY OF ANOKA AND
LAW ENFORCEMENT LABOR SERVICES, INC.
REPRESENTING THE SHERIFF'S OFFICE
LICENSED SUPERVISORS BARGAINING UNIT
FOR THE CALENDAR YEARS 2022-2024
(CONTRACT #C0009272)**

WHEREAS, representatives of Anoka County and representatives of Law Enforcement Labor Services, Inc., representing the licensed supervisors unit of Anoka County, have negotiated a three-year labor agreement for the term January 1, 2022, through December 31, 2024; and,

WHEREAS, the attached document (Exhibit A) summarizes the substantive agreement between the parties on the tentative agreement:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby approve the tentative agreement and that the chief negotiator for the Anoka County Board of Commissioners is authorized and directed to prepare contract documents incorporating this tentative agreement, and further, that upon receipt of the three original contracts executed by the union, the Anoka County board chair, county administrator, chief human resources officer, labor negotiator, and other appropriate individuals be authorized and directed to execute the original contracts and documents.

RESOLUTION #2022-M8

**A RESOLUTION APPROVING THE TENTATIVE AGREEMENT
BETWEEN THE COUNTY OF ANOKA AND
LAW ENFORCEMENT LABOR SERVICES, INC.
REPRESENTING THE SHERIFF'S OFFICE
DETENTION SUPERVISORS BARGAINING UNIT
FOR THE CALENDAR YEARS 2022-2024
(CONTRACT #C0009275)**

WHEREAS, representatives of Anoka County and representatives of Law Enforcement Labor Services, Inc., representing the licensed supervisors unit of Anoka County, have negotiated a three-year labor agreement for the term January 1, 2022, through December 31, 2024; and,

WHEREAS, the attached document (Exhibit A) summarizes the substantive agreement between the parties on the tentative agreement:

NOW, THEREFORE, BE IT RESOLVED that Anoka County, by and through its Board of Commissioners, does hereby approve the tentative agreement and that the Chief Negotiator for the Anoka County Board is authorized and directed to prepare contract documents incorporating this tentative agreement, and further, that upon receipt of the three original contracts executed by the union, the Anoka County board chair, county administrator, chief human resources officer, labor negotiator, and other appropriate individuals be authorized and directed to execute the original contracts and documents.



Anoka County Action Item

Management Committee

ACTION REQUESTED	<p>Consider the approval of a tuition reimbursement plan for the Morgue Supervisor at the Midwest Medical Examiner's Office (MMEO). The incumbent is pursuing her Master of Public Health (MPH) through St Mary's University of Minnesota. This is a 42-credit program and is very relevant to this individual's position.</p> <p>Course work includes: Advanced Health Policy and Ethics, Strategic Health and Human Services Leadership, Population Health and Community Organizing, and Health Research and Analysis.</p>
Background/Description	<p>The morgue supervisor role has grown significantly over the years as the office has expanded to include 32 MN counties, 12 referral counties, and hospital contracts for autopsies. The morgue supervisor has a solid understanding of health sciences, maintains the autopsy suite, property/evidence room, assists the forensic pathologists with post-mortem examinations, and ensures compliance for all evidence retention and preservation of medical examiner files within each county while supervising 3 forensic technicians.</p>
Solutions	<p>The individual in this role has demonstrated a strong commitment to this position and an interest to continue their career with the MMEO as our operation grows. She has been an employee since 2009 and has proven to be excel leader within the organization. The request is to reimburse tuition at \$437.50 per course completed with a grade C or better up to \$5250.00 per year which is the IRS guideline. This is approximately 50% of tuition. This request is for 2022 and 2023. The cost is covered by revenue and can be included in the MMEO budget.</p>
Conclusion	<p>The MPH program will augment individual's current capacity as the morgue supervisor. Considering the scope and responsibility of this role, the anticipated growth in the MMEO operation and the performance of this individual, this program will be of benefit the office as she gains more insight into emergency management, morgue operations during public health emergencies, public policy within the medical examiner/coroner system, data analytics, and more.</p>